

Dr. Sherylle J. Tan

850 Columbia Avenue | Claremont, CA 91711
E: stan@cmc.edu | W: www.sherylletan.com | C: 909.560.9840
ORCID: 0000-0003-2504-2824

EDUCATION

Ph.D., Psychology, Applied Developmental Psychology Claremont Graduate University, Claremont, CA <i>Advisor: Patricia A. Smiley</i>	2002
M.A., Psychology Claremont Graduate University, Claremont, CA	1999
B.A., Psychology University of California, Irvine, Cum Laude	1997

RESEARCH INTERESTS

- Women and Leadership
- Gender and Leadership
- Leadership Development and Education
- Undergraduate Leadership Education
- Work and Family

PROFESSIONAL EXPERIENCE

Director of Internships and KLI Research	July 2012-present
Interim Director	July 2023-June 2024
Interim Director	June 2015-December 2016
Interim Administrative Director	July 2010-December 2010
Associate Director of Research and Internships <i>Kravis Leadership Institute, Claremont McKenna College</i>	November 2008-June 2012
Associate Director	July 2005-June 2009
Assistant Director <i>Berger Institute for Work, Family, and Children, Claremont McKenna College</i>	January 2004-June 2005

Evaluation Specialist October 2002-December 2003
Los Angeles Child Guidance Clinic

Research Assistant August 1997-May 2002
Department of Psychology, Pomona College
Project: Preschool Achievement Motivation, Temperament, and Parenting Style Study
Principal Investigator: Dr. Patricia A. Smiley

Research Assistant January 1997-June 1997
Department of Cognitive Science, Infant Cognition Lab, University of California, Irvine
Principal Investigator: Dr. Gavin Huntley-Fenner

TEACHING EXPERIENCE

Visiting Assistant Professor January 2017-present
Claremont McKenna College: Department of Psychological Science August 2005-Dec 2006

- Foundations of Leadership, Fall 2019-Spring 2023
- Leadership, Race, and Inclusion, Spring 2021
- Women and Leadership, Spring 2017, Spring 2019
- Developmental Psychology, Fall 2006, Fall 2017
- Introduction to Psychology, Fall 2005

Instructor January 2000-March 2001
California State University Los Angeles: Department of Psychology, Department of Child and Family Studies

- Psychology of Cognitive Development, Winter 2001
- Middle Childhood and Adolescence, Winter 2001
- Introduction to Higher Education, Fall 2000
- Child Development, Summer 2000
- Observational Techniques in the Study of Children, Winter 2000

Academic Advisor Fall 2000
School of Health and Human Service, California State University Los Angeles

Teaching Assistant August 1999-December 1999
Department of Psychology, Pomona College

- Research Design and Methods, Fall 1999

CONSULTING

Evaluation Consultant April 2011-December 2012
ZERO TO THREE, Western Office

Evaluation Consultant July 2004-December 2006
Los Angeles Child Guidance Clinic

Evaluation Consultant April 2002-December 2002
Resource Center for Nonprofit Management, Evaluation Project

CERTIFICATIONS

Associate Certified Coach October 2022
International Coaching Federation

Leadership Coaching Certificate December 2020
CoachRice: A Leadership Coaching Program, Rice University Executive Education,
60 hours International Coaching Federation (ICF) CCE Training
10 hours of mentor coaching

Leadership Coaching Certificate May 2016
LeAD Lab, Claremont Graduate University

Certified Practitioner of the Achieving Styles Inventory January 2016
Connective Leadership Institute

Registered Yoga Teacher (RYT 200) May 2014
Yoga Alliance
The Yoga Unit, Claremont, CA

SERVICE

INTERNAL SERVICE TO THE COLLEGE

Women and Leadership Alliance (WLA) of the Claremont Colleges
Steering Committee (2016-present)
Founding Member (2010-present)
Women and Leadership Workshop, Chair (2020)
Women and Gender Leadership Fund, Committee Chair (2016-present)

Fulbright Interview Panels (2013-present)

Community Service Internship Program Committee (2009-2018)

Kravis-de Roulet Conference

21st Century Leadership Development: Bridging Science and Practice, Conference committee (2018-2019)

Women's Leadership Journeys Revealed: Attributes, Styles, and Impact, Conference Co-chair (2015-2016)

Understanding and Assessing "Soft" Leader Skills, Conference Co-chair (2011-2012)

CMC Women in Real Life: Managing the Career/Family Dilemma

Conference Co-chair (2006-2007)

Marketing committee chair (2006-2007)

Program committee (2006-2007)

23rd Annual Claremont Symposium on Applied Social Psychology - Work and Families: Changing Realities

Conference Co-chair (2005-2006)

Biology and Beyond: Siblings in foster care and adoption

Conference planning committee (2005-2006)

EXTERNAL SERVICE

National Advisory Committee for Leadership for Public Purpose Classification

Inaugural member – 4-year term (2023-2027)

International Leadership Association (ILA) Women and Leadership Member Community

Chair-Elect (2015), Chair (2016), Past Chair (2017)

Executive Leadership Team (2011-2017), emerita (2018-present)

Conference Committee (2016, 2017)

Communications and Media Committee (2011)

Membership and Awards Committee (2012-2015), Chair (2014)

ILA Global Women and Leadership Conference (2019; 2017; 2015; 2013)

Program Committee

Advancing Leadership Development and Education Stream Co-Chair

International Leadership Association

Conference Reviewer (2011-2019)

Institutional Review Board, California State Polytechnic University, Pomona

Alternate external member (2013-2015)

Doctoral Thesis Examiner, La Trobe University, Australia (Melissa Coulson; 2012)

Journal of Family Issues, Guest Reviewer (2011)

Leadership Review, Guest Reviewer (2010)

Society for the Psychological Study of Social Issues (SPSSI)
Contingent and/or Community College Outstanding Teachers and Mentors Committee
Chair (2010-2011)

Work, Stress, and Health International Conference on Occupational Stress and Health
Conference Reviewer (2005, 2007, 2009)

Public Policy, Work, and Families: The Report of the APA Presidential Initiative on Work and
Family
Task Force contributor (2004)

PROFESSIONAL ASSOCIATIONS

International Leadership Association, Member since 2010

Women and Leadership Membership Community, Member since 2011

International Coaching Federation (ICF), Member since 2022

Western Psychological Association, Member since 2004

American Psychological Association, Member since 2002, Student Affiliate 1995-2002

APA Division 7 (Developmental Psychology), Member since 2004

Society for Research and Child Development, Member since 2002, Student Affiliate 2000-2002

NASPA, Student Affairs Administrators in Higher Education, Member since 2011

The Society for the Psychological Study of Social Issues (SPSSI), Member since 2010

Association for Psychological Science, Member since 2004

Sigma Xi, International Honor Society of Science and Engineering, Member since 1998

Psi Chi, National Honor Society for Psychology, Member since 1995

Golden Key National Honor Society, Member since 1995

PUBLICATIONS

* denotes undergraduate student author

† denotes graduate student author

BOOKS/EDITED WORKS

Tan, S. J., & DeFrank-Cole, L. (Eds.). (2023). *A Research Agenda for Gender and Leadership*.
Edward Elgar Publishing.

DeFrank-Cole, L., & **Tan, S. J.** (2022). *Women and Leadership: Journey Toward Equity*. SAGE.

** Awarded 2022 TAA Most Promising Textbook Award

Day, D. V., Riggio, R., Conger, J., & **Tan, S. J.** (Guest Editors) (2021). 21st Century Leadership Development: Bridging Science and Practice. [Special Issue]. *The Leadership Quarterly*.

Tan, S. J., & DeFrank-Cole, L. (Eds.). (2019). *Women's Leadership Journeys: Stories, Research, and Novel Perspectives*. Taylor and Francis.

Tan, S. J., & DeFrank-Cole, L. (Series Editors). (2018, January). *Women and Leadership Teaching Cases*. SAGE Business Cases.

DeFrank-Cole, L., & **Tan, S. J.** (Guest Editors) (2017). Reimagining Leadership for Millennial Women: Perspectives Across Generations. [Special Symposium]. *Journal of Leadership Studies*, 10(4), 43-74.

Riggio, R., & **Tan, S. J.** (Eds.) (2013). *Leader Interpersonal and Influence Skills: The Soft Skills of Leadership*. Taylor and Francis.

Marcus-Newhall, A., Halpern, D. F., & **Tan, S. J.** (Eds.) (2008). *The Changing Realities of Work and Family: An Interdisciplinary Approach*. Blackwell Publishing.

BOOK CHAPTERS

Tan, S. J., & DeFrank-Cole, L. (in press). A brief landscape of research on women and leadership. In S. Madsen (Ed.), *Handbook of Research on Gender and Leadership*. Edward Elgar Publishing.

Tan, S. J., & DeFrank-Cole, L. (2023). Disrupting and dismantling invisible systems of exclusion. In **S. J. Tan** and L. DeFrank-Cole (Eds.). *A Research Agenda for Gender and Leadership* (pp. 173-190). Edward Elgar Publishing.

DeFrank-Cole, L., & **Tan, S. J.** (2023). Gender and leadership: What it is, what it was, and where it's going. In **S. J. Tan** and L. DeFrank-Cole (Eds.). *A Research Agenda for Gender and Leadership* (pp. 1-12). Edward Elgar Publishing.

Abdellatif, A., Penha-Vasconcelos, C., Lewis-Strickland, K., Chacón Silva, A., **Tan, S. J.**, & Spadorcia, S. (2023). Methodologies of resistance: Centering marginalized voices within mainstream leadership research. In **S. J. Tan** and L. DeFrank-Cole (Eds.). *A Research Agenda for Gender and Leadership*, (pp. 69-86). Edward Elgar Publishing.

- Tan, S. J., & Raigoza, C.** (2019). Entrepreneurial transitions: Meeting the need for balance and challenge in navigating the leadership journey. In **S. J. Tan** and L. DeFrank-Cole (Eds.), *Women's Leadership Journeys: Stories, Research, and Novel Perspectives* (pp. 81-96). Taylor and Francis.
- Tan, S. J., & DeFrank-Cole, L.** (2019). Introduction. In **S. J. Tan** and L. DeFrank-Cole (Eds.), *Women's Leadership Journeys: Stories, Research, and Novel Perspectives* (pp. 1-14). Taylor and Francis.
- †Hawkins, S. A., **Tan, S. J.**, & Halpern, D. F. (2010). New parents take time off: A look at California Paid Family Leave. In E. M. Douglas (Ed.), *Innovations in Family and Child Policy: Multidisciplinary Research and Perspectives on Strengthening Children and Their Families* (pp. 211-226). Lexington Books.
- Halpern, D. F., & **Tan, S. J.** (2009). Combining work and family: From conflict to compatible. In J. H. Bray & M. Stanton (Eds.), *Handbook of Family Psychology* (pp. 564-575). Blackwell Publishing.
- †Marin, L., **Tan, S. J.**, & Halpern, D. F. (2009). Critical Thinking. In R. A. Shweder, T. R. Bidell, A. C. Dailey, S. D. Dixon, P. J. Miller, & J. Modell (Eds.), *The Child: An Encyclopedic Companion*. University of Chicago Press.
- Tan, S. J.** (2008). Myths and Realities of Maternal Employment. In A. Marcus-Newhall, D. F. Halpern, and **S. J. Tan** (Eds.), *The Changing Realities of Work and Family: An Interdisciplinary Approach* (pp. 9-24). Blackwell Publishing.
- Halpern, D. F., **Tan, S. J.**, & †Carsten, M. (2008). California Paid Family Leave: Is it working for caregivers? In A. Marcus-Newhall, D. F. Halpern, and **S. J. Tan** (Eds.), *The Changing Realities of Work and Family: An Interdisciplinary Approach* (pp. 159-174). Blackwell Publishing.
- †Hawkins, S. A., Halpern, D. F., & **Tan, S. J.** (2007). Why academics talk only to each other: A reward system for narrow specialization and dissemination in scholarly outlets. In M. K. Welch-Ross & L. G. Fasig (Eds.), *Handbook on Communicating and Disseminating Behavioral Science* (pp. 111-130). Sage Publications.
- Halpern, D. F., & **Tan, S.** (2007). Learning in context: Education and research at the Berger Institute for Work, Family, and Children. In S. Sweet & M. Pitt-Catsoupes (Eds.), *Teaching Work and Family: Strategies, Activities, and Syllabi* (pp. 9-13). American Sociological Association.

Tan, S. J., & Halpern, D. F. (2006). Applying the science of psychology to a public that distrusts science. In S. I. Donaldson, D. E. Berger, & K. Pezdek (Eds.), *Applied Psychology: New Frontiers and Rewarding Careers* (pp.153-167). Erlbaum Associates, Inc.

JOURNAL ARTICLES AND OTHER PROFESSIONAL PUBLICATIONS

Tan, S. J., & DeFrank-Cole, L. (2023). Experts beyond the text: Women and leadership. In A. Middleton, *Discovering leadership: Designing your leadership success (Second Edition)*. SAGE.

DeFrank-Cole, L., & **Tan, S. J.** (2022, March). An invisible bias with real implications for women leaders. *LSE Business Review*. Retrieved from <https://blogs.lse.ac.uk/businessreview/2022/03/01/an-invisible-bias-with-real-implications-for-women-leaders/>

Reprinted (2022, March). In *Social Science Space: Business & Management INK*. Retrieved from <https://www.socialsciencespace.com/2022/03/an-invisible-bias-with-real-implications-for-women-leaders/>

Day, D. V., Riggio, R., **Tan, S. J.**, & Conger, J. (2021). Advancing the science of 21st century leadership development: Theory, research, and practice. *The Leadership Quarterly*, 32(5).

DeFrank-Cole, L., & **Tan, S. J.** (2019). Experts beyond the text: Women and leadership. In A. Middleton, *Discovering leadership: Designing your leadership success*. SAGE.

DeFrank-Cole, L., & **Tan, S. J.** (2017). Reimagining Leadership for Millennial Women: Perspectives Across Generations. *Journal of Leadership Studies*, 10(4), 43-46.

Smiley, P. A., **Tan, S. J.**, Goldstein A., & Sweda, J. (2015). Mother emotion, child temperament, and young children's helpless responses to failure. *Social Development*. doi: 10.1111/sode.12153

Tan, S. J. (2012). Using a mixed methods approach to understanding leadership development. *Concepts & Connections*, 19(1), 4-6.

Ornelas, L., Silverstein, D., & **Tan, S. J.** (2007). Effectively addressing mental health issues in permanency-focused child welfare practice. *Child Welfare*, 86(5), 93-112.

Desrochers, S., Halpern, D. F., **Tan, S. J.**, and Riggio, H. R. (2005). The end of clinical psychology as we know it? A response to Snyder and Elliott's four levels matrix model. *Journal of Clinical Psychology*, 61(9), 1175-1178.

Tan, S. J. (2005, June 29). A look at work and family around the world. [Review of the book *Work and Family: An International Research Perspective*]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*, 50 (No. 26), Article 7.

Reprinted in *Psychology: IUPsyS Global Resources* (Edition 2006) and in Wedding, D. (Ed.). *Reviews of Books Relevant to International Psychology*.

PRESENTATIONS, WORKSHOPS, AND WEBINARS

* denotes undergraduate student author

† denotes graduate student author

PRESENTATIONS

DeFrank-Cole, L., & **Tan, S. J.** (2022, October). *Women and Leadership: Journey Toward Equity*. Invited Book Talk at the Annual Global Conference of the International Leadership Association. Washington, DC.

Tan, S. J. (2021, November). *Leading Authentically as Women*. Invited presentation for Doerr Institute for New Leaders, Rice University.

Tan, S. J., & DeFrank-Cole, L. (2021, October). *Organizing the Scholarship on Women and Leadership: A framework comprising four domains of leadership and gender*. Paper presentation at the Annual Global Conference of the International Leadership Association. Geneva, Switzerland.

DeFrank-Cole, L., & **Tan, S. J.** (2019, October). *Using Followership as a Means to Empower Women as Leaders: A New Model*. Paper presentation at the Annual Global Conference of the International Leadership Association. Ottawa, Canada.

Tan, S. J., & DeFrank-Cole, L. (2018, October). *Navigating the Journey of Women Leaders*. Panel presentation at the Annual Global Conference of the International Leadership Association. West Palm Beach, FL.

†Dulay, J. P., & **Tan, S. J.** (2017, October). *Exploring the motivation to lead during emerging adulthood*. Roundtable presentation at the Annual Global Conference of the International Leadership Association. Brussels, Belgium.

†Dulay, J. P., **Tan, S. J.**, & *Chan, C. (2016, November). *Creating a Culture of Inclusive Leadership: Does Sense of Belonging Matter to Student's Leader Self-Efficacy?* Roundtable presentation at the Annual Global Conference of the International Leadership Association. Atlanta, GA.

- Tan, S. J.,** & †Duggan-Herd, T. (2016, November). *Cultivating Global Leaders: The Lasting Impact of a Cross-Cultural Leadership Program*. Paper presentation at the Annual Global Conference of the International Leadership Association. Atlanta, GA.
- *Donyo, P., **Tan, S. J.,** & *Chmelik, B. (2016, April). *Shifting Self-Efficacies: Examining Leadership Changes Among Undergraduate Students*. Poster presentation at the Western Psychological Association. Long Beach, CA.
- †Dulay, J. P., **Tan, S. J.,** *Chan, C., & *Yerneni, S. (2016, April). *Creating a Culture of Leadership: Does a College Student's Sense of Belonging Matter to their Leader Self-Efficacy?* Poster presentation at the Western Psychological Association. Long Beach, CA.
- Tan, S. J.,** (2015, October). *Crossing Cultural Bounds: Cultivating Global Leadership among American and South Korean Students*. Paper presentation at the Annual Global Conference of the International Leadership Association. Barcelona, Spain.
- Goodman, A., Murphy, T. E., **Tan, S. J.,** & Wynens, W. (2015, October). *What Do College Students Understand About Their Own Leadership?* Symposium at the Annual Global Conference of the International Leadership Association. Barcelona, Spain.
- Tan, S. J.,** †Langan, S., & Thompson, S. E. (2014, October). *Developing Leadership and Measuring Impact in College Sophomores: An Experiential leadership Program*. Paper Symposium presentation at the Annual Global Conference of the International Leadership Association. San Diego, CA.
- †Middleton, E., & **Tan, S. J.** (2014, October). *Leader Developmental Efficacy: Definition, Measurement, and Utility*. Paper Symposium presentation at the Annual Global Conference of the International Leadership Association. San Diego, CA.
- Tan, S. J.,** & *Raigoza, C. (2013, October). *The Influence of Women's Life-Stage on Career and Leadership Transitions and Decisions*. Poster presentation at the Annual Global Conference of the International Leadership Association. Montreal, Quebec, Canada.
- Reichard, R. J., **Tan, S. J.,** Wefald, A. J., & Tolar, M. (2013, August). *Timing of Leader Development Support and Developmental Trajectories*. Paper symposium presentation at Academy of Management Convention. Orlando, FL.
- Tan, S. J.,** Gottfried, A. E., & Gottfried, A. W. (2013, August). *Adolescents' Attitudes Towards Traditional Family Roles and Work/Family Balance*. Poster presentation at American Psychological Association Convention. Honolulu, HI.

- Smiley, P. A., **Tan, S. J.**, Goldstein, A., & Sweda, J. (2013, April). *Children's Temperament Moderates the Relation between Parent Emotion Expression and Helplessness*. Paper presentation at the Biennial Conference for the Society for Research in Child Development. Seattle, WA.
- Riggio, R., & **Tan, S. J.** (2012, October). *Using On-line Assessment Tools to Measure Student Leadership Development: Implications for Program Evaluation and Accreditation*. Panel presentation at the Annual Global Conference of the International Leadership Association. Denver, CO.
- Tan, S. J.**, †Porter, N. C., *Teevens, A., & *Beckett, E. (2012, April). *Developing Leaders: The Relationship Between Leadership Education and Positive Leadership*. Poster presentation at the Western Psychological Association. San Francisco, CA.
- Tan, S. J.**, †Archibald, J., & *Raigoza, C. (2012, April). *Preventing the Sophomore Slump: Developing Leadership and Measuring Impact*. Poster presentation at the Western Psychological Association. San Francisco, CA.
- Riggio, R., & **Tan, S. J.** (2011, October). *Undergraduate Leadership Education: Program Development and Evaluation*. Panel presentation at the Annual Global Conference of the International Leadership Association. London, UK.
- Tan, S. J.** (2011, April). *Undergraduate Leadership Education: Developing Leadership Skills and Abilities*. Poster presentation at the Western Psychological Association. Los Angeles, CA.
- Tan, S. J.** (2010, October). *The Impact of Leadership Development in Higher Education: A Longitudinal Study of Knowledge, Skills, and Abilities*. Poster presentation at the Annual Global Conference of the International Leadership Association. Boston, MA.
- †Hawkins, S. A., **Tan, S. J.**, & Halpern, D. F. (2009, April). *Making Ends Meet: Factors Associated with New Mothers Employment Decisions*. Poster presentation at the Western Psychological Association Convention. Portland, OR.
- †Hawkins, S. A., & **Tan, S. J.** (2008, July). *New Mothers Taking Time Off: A Look at California Paid Family Leave*. Paper presentation at the First National Research Conference on Child and Family Programs and Policy. Bridgewater, MA.
- †Hawkins, S. A., & **Tan, S. J.** (2008, June). *A Mother's Place: Reasons for Working or Staying at Home Postpartum*. Symposium paper presentation at the 7th Biennial Society for the Psychological Study of Social Issues conference. Chicago, IL.

- Tan, S. J.**, †Hawkins, S. A., & *Hernandez, M. (2008, April). *Supportive work environments and postpartum depression: Improving health and well-being*. Symposium paper presentation at the Western Psychological Association Convention. Irvine, CA.
- †Hawkins, S. A., **Tan, S. J.**, & *Feng, F. (2008, April). *Back from maternity leave: Mothers' perceptions of work environment*. Symposium paper presentation at the Western Psychological Association Convention. Irvine, CA.
- Silverstein, D., Stewart, D., & **Tan, S. J.** (2006, July). *Adoption-competent mental health services: How do we know what works?* Presentation at the North America Council on Adoptable Children Annual Conference. Long Beach, CA.
- Tan, S. J.**, & *Sasaki, J. (2006, April). *How maternal employment and family income influence children's social competence*. Paper presentation at the Western Psychological Association Convention. Palm Springs, CA.
- Tan, S. J.** (2006, March). *The myths and realities of maternal employment*. Paper presentation at the 23rd Annual Claremont Symposium on Applied Social Psychology, Work and Families: Changing Realities. Claremont, CA.
- Tan, S. J.**, McDonald, L., & Kazarian, S. (2006, March). *Separated Siblings: Terrible impact or great relief?* Invited presentation at the Biology and Beyond: Siblings in foster care and adoption Conference, Claremont, CA.
- Tan, S. J.**, & Halpern, D. F. (2006, March). *California Paid Family Leave: What We Know So Far*. Paper presentation at the Sixth International Conference on Occupational Stress and Health, "Work, Stress, and Health 2006: Making a Difference in the Workplace." Miami, FL.
- Tan, S. J.**, Halpern, D. F., & †Carsten, M. (2006, March). *California Paid Family Leave: Is it working for caregivers?* Paper presentation at the Sixth International Conference on Occupational Stress and Health, "Work, Stress, and Health 2006: Making a Difference in the Workplace." Miami, FL.
- Tan, S. J.**, & *Kyger, M. (2005, August). *Single mothers and children's behavior problems: The role of temperament*. Poster presentation at the American Psychological Association Convention. Washington, D.C.
- †Carsten, M., **Tan, S. J.**, *Tse, A., *Weiser, D., *Ramos, K., and †London, K. (2005, August). *The benefits of paid family leave for informal caregivers*. Poster presentation at the American Psychological Association Convention. Washington, D.C.

- Tan, S. J.** (2005, June). *Stress and Health: The impact on work and family*. Invited presentation at the Verdugo Hills Business and Professional Women Speaker Series. Glendale, CA.
- Tan, S. J.**, †Carsten, M., *Mondragon, R., †London, K., & *Ramos, K. (2005, April). *Health and well-being of individuals eligible for paid family leave*. Poster presentation at the Western Psychological Association Convention. Portland, OR.
- Tan, S. J.** (2005, April). *The influence of young children's behaviors on mothers' attitudes toward work*. Poster presentation at the Biennial Conference for the Society for Research in Child Development. Atlanta, GA.
- Tan, S. J.** (2003, April). *The role of temperament in the relation between parenting and young children's self-esteem*. Poster presentation at the Biennial Conference for the Society for Research in Child Development. Tampa, FL.
- Smiley, P. A., & **Tan, S. J.** (2001, April). *Temperament and parenting influences on achievement motivation in preschoolers*. Poster presentation at the Biennial Conference for the Society for Research in Child Development. Minneapolis, MN.
- Tan, S. J.** (1999, April). *Methods in temperament research: Laboratory observation versus parental questionnaire*. Presentation to Millennium Fellow Program at the Biennial Conference for the Society for Research in Child Development. Albuquerque, NM.

WORKSHOPS AND WEBINARS

- Tan, S. J.** (2023, April). *Women and Leadership: Unpacking Issues of Second-Generation Gender Bias*. Workshop for Claremont McKenna College, Claremont, CA.
- DeFrank-Cole, L., & **Tan, S. J.** (2023, March). Unpacking issues of second-generation gender bias: A necessary topic for the leadership classroom. Webinar for SAGE Publishing.
- Tan, S. J.**, & Pierce, M. P. (2022, November). *Navigating Gender Bias*. Workshop for Women in Leadership Development Initiative. Claremont McKenna College, Claremont, CA.
- Tan, S. J.** (2022, November). *Developing Women's Leader Identity: Connections with Leadership Coaching*. Webinar for Coaches of Doerr Institute for New Leaders, Rice University.
- DeFrank-Cole, L., **Tan, S. J.**, Owen, J. E. (2022, October). *Women, Gender, and Leadership: Critical Conversations on Terminology and Inclusion*. Workshop at the Annual Global Conference of the International Leadership Association. Washington, DC.

- Tan, S. J., & Pierce, M. P.** (2022, April). *Manifest Your Leadership Vision*. Workshop for Women in Leadership Development Initiative. Claremont McKenna College, Claremont, CA. (Repeated March 2023)
- Tan, S. J., & Pierce, M. P.** (2022, February). *Interpersonal Skills to Enhance Influence*. Workshop for Women in Leadership Development Initiative. Claremont McKenna College, Claremont, CA.
- Tan, S. J., & Pierce, M. P.** (2021, October). *Embrace Your Inner Leader: Leader Identity Development*. Workshop for Women in Leadership Development Initiative. Claremont McKenna College, Claremont, CA. (Repeated October 2022)
- DeFrank-Cole, L., **Tan, S. J.**, & Rosser-Mims, D. (moderator) (2021, June). *Women and leadership: Journey toward equity*. Webinar for International Leadership Association Perspectives.